

## Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2018 thru 12/31/2018.

Employer: Borough of New Milford

County: Bergen ☐

Date: 1/31/2018

Name: Christine Demiris

Print Name

Title: Administrator/Borough Clerk

Christine Demiris  
Signature

**BOROUGH OF NEW MILFORD  
DPW COST ANALYSIS  
SALARY GUIDE (APPENDIX A)**

RANK	EXISTING 12/31/2017	PROPOSED			
		1/1/2018	1/1/2019	1/1/2020	1/1/2021
DPW		2.50%	2.50%	2.50%	2.50%
RECYCLING LABORER	40,010	41,010	42,036	43,086	44,164
LABORER 1	48,331	49,539	50,778	52,047	53,348
LABORER 2	51,915	53,213	54,543	55,907	57,304
LABORER 3	55,499	56,886	58,309	59,766	61,261
LABORER 4	59,083	60,560	62,074	63,626	65,217
LABORER 5	62,670	64,237	65,843	67,489	69,176
LABORER 6	68,140	69,844	71,590	73,379	75,214
LABORER 7	72,264	74,071	75,922	77,820	79,766
LABORER 8	76,277	78,184	80,139	82,142	84,196
PARKS/REC/SNOW 1-8 IS \$1,500 LESS THAN LABORER 1-8					
MECHANIC 1	50,746	52,015	53,315	54,648	56,014
MECHANIC 2	54,514	55,877	57,274	58,706	60,173
MECHANIC 3	58,282	59,739	61,233	62,763	64,332
MECHANIC 4	62,050	63,601	65,191	66,821	68,492
MECHANIC 5	65,820	67,466	69,152	70,881	72,653
MECHANIC 6	71,468	73,255	75,086	76,963	78,887
MECHANIC 7	75,877	77,774	79,718	81,711	83,754
MECHANIC 8	83,069	85,146	87,274	89,456	91,693
B&G SUPERVISOR 1	52,824	54,145	55,498	56,886	58,308
B&G SUPERVISOR 2	56,592	58,007	59,457	60,943	62,467
B&G SUPERVISOR 3	60,360	61,869	63,416	65,001	66,626
B&G SUPERVISOR 4	64,128	65,731	67,374	69,059	70,785
B&G SUPERVISOR 5	67,896	69,593	71,333	73,117	74,944
B&G SUPERVISOR 6	73,546	75,385	77,269	79,201	81,181
B&G SUPERVISOR 7	77,954	79,903	81,900	83,948	86,047
B&G SUPERVISOR 8	85,148	87,277	89,459	91,695	93,987
FOREMAN	79,331	81,314	83,347	85,431	87,567
CREW CHIEF	* 77,831	79,814	81,847	83,931	86,067
ASST. SUPER	86,410	88,570	90,785	93,054	95,380
SUPERINTENDENT	109,250	111,981	114,781	117,650	120,592

\* - MOU signed to maintain Crew Chief Salary \$1,500 less than Foreman Salary.

BOROUGH OF NEW MILFORD  
DPW COST ANALYSIS  
2.5% INCREASE PER YEAR  
2017 - EXISTING

HIRE DATE	NAME	POSITION	2017 - EXISTING BASE	LONGEVITY %	LONGEVITY \$	COLLEGE CREDITS	TOTAL
8/8/1994	ADAMS, THOMAS	MECH 8	\$ 83,069	7.00%	\$ 5,815		\$ 88,884
12/4/2006	BRESA, SYLEMAN	FOREMAN+500	79,831	4.00%	3,193	560	83,584
1/16/1987	BUDZISZEWSKI, EUGENE	LABOR 8	76,277	8.00%	6,102		82,379
11/1/1985	CALAMARI, MICHAEL	DPW ASST. SUPERVISER	86,410	8.00%	6,913		93,323
8/1/2001	CUOCCI, SAL	B&G SUPERVISOR	85,148	5.00%	4,257		89,405
8/8/1994	DEMAURO, STEPHAN	SEWER FOREMAN	79,331	7.00%	5,553		84,884
12/15/1986	DEVER, BRIAN	MECH 8	83,069	8.00%	6,646		89,715
8/16/2003	DOICK, JONOTHAN	CREW CHIEF	77,831	4.00%	3,113		80,944
8/1/2011	HETTINGER JR, MARK	LABOR 8	76,277		-	150	76,427
7/1/1981	KRAUSE, NORMAN	FOREMAN+1037	80,368	8.00%	6,429		86,797
8/8/1994	LEPAGE, DARREN	LABOR 8	76,277	7.00%	5,339		81,616
10/1/2004	MCCARROLL, THOMAS	RECYCLE FOREMAN	79,331	4.00%	3,173		82,504
8/15/2013	MIELNICKI, DAVID	LABOR 8	76,277		-		76,277
12/4/2017	O'GRADY, CONNER	LABOR 1	48,331		-		48,331
12/1/1992	RICHTER, JOHN	LABOR 8	76,277	7.00%	5,339		81,616
9/1/1999	STORMER, DAVID	LABOR 8	76,277	5.00%	3,814		80,091
12/4/2006	STORMER, JOHN JR	LABOR 8	76,277	4.00%	3,051		79,328
8/1/2011	TAYLOR JR, JOSEPH	LABOR 8	76,277	3.00%	2,288		78,565
8/1/2013	TUCK, RYAN	LABOR 8	76,277		-	1,200	77,477
			<u>\$ 1,469,212</u>		<u>\$ 71,027</u>	<u>\$ 1,910</u>	<u>\$ 1,542,149</u>

BOROUGH OF NEW MILFORD  
DPW COST ANALYSIS  
2.5% INCREASE PER YEAR  
**2018**

HIRE DATE	NAME	POSITION	2018 BASE	LONGEVITY %	LONGEVITY \$	COLLEGE/ STIPENDS	DETECTIVE ALLOWANCE	TOTAL
8/8/1994	ADAMS, THOMAS	MECH 8	\$ 85,146	7.00%	\$ 5,960.20			\$ 91,106
12/4/2006	BRESA, SYLEMAN	FOREMAN+500	81,814	4.00%	3,273	560		85,647
1/16/1987	BUDZISZEWSKI, EUGENE	LABOR 8	78,184	8.00%	6,255			84,439
11/1/1985	CALAMARI, MICHAEL	DPW ASST. SUPERVISER	88,570	8.00%	7,086			95,656
8/1/2001	CUOCCI, SAL	LABOR 8	85,148	5.00%	4,257			89,405
8/8/1994	DEMAURO, STEPHAN	SEWER FOREMAN	81,314	7.00%	5,692			87,006
8/16/2003	DOICK, JONOTHAN	CREW CHIEF	79,814	4.00%	3,193			83,007
8/1/2011	HETTINGER JR, MARK	LABOR 8	78,184	3.00%	2,346	150		80,679
7/1/1981	KRAUSE, NORMAN	FOREMAN+1037	82,351	8.00%	6,588			88,939
8/8/1994	LEPAGE, DARREN	LABOR 8	78,184	7.00%	5,473			83,657
10/1/2004	MCCARROLL, THOMAS	RECYCLE FOREMAN	81,314	4.00%	3,253			84,567
8/15/2013	MIELNICKI, DAVID	MECH 8	85,146		-			85,146
12/4/2017	O'GRADY, CONNER	LABOR 1	49,539		-			49,539
12/4/2017	SCHROEDER, WILLIAM	LABOR 1	49,539		-			49,539
9/1/1999	STORMER, DAVID	LABOR 8	78,184	5.00%	3,909			82,093
12/4/2006	STORMER, JOHN JR	LABOR 8	78,184	4.00%	3,127			81,311
8/1/2011	TAYLOR JR, JOSEPH	LABOR 8	78,184	3.00%	2,346			80,529
8/1/2013	TUCK, RYAN	LABOR 8	78,184		-	1,200		79,384
			<u>\$ 1,396,984</u>		<u>\$ 62,756</u>	<u>\$ 1,910</u>	<u>\$ -</u>	<u>\$ 1,461,650</u>

BOROUGH OF NEW MILFORD  
DPW COST ANALYSIS  
2.5% INCREASE PER YEAR  
2019

HIRE DATE	NAME	POSITION	2019 BASE	LONGEVITY %	LONGEVITY \$	COLLEGE CREDITS	DETECTIVE ALLOWANCE	TOTAL
8/8/1994	ADAMS, THOMAS	MECH 8	\$ 87,274	7.00%	\$ 6,109			\$ 93,384
12/4/2006	BRESA, SYLEMAN	FOREMAN+500	83,847	4.00%	3,354	560		\$ 87,761
1/16/1987	BUDZISZEWSKI, EUGENE	LABOR 8	80,139	8.00%	6,411			\$ 86,550
11/1/1985	CALAMARI, MICHAEL	DPW ASST. SUPERVISER	90,785	8.00%	7,263			\$ 98,047
8/1/2001	CUOCCI, SAL	LABOR 8	85,148	5.00%	4,257			\$ 89,405
8/8/1994	DEMAURO, STEPHAN	SEWER FOREMAN	83,347	7.00%	5,834			\$ 89,181
8/16/2003	DOICK, JONOTHAN	CREW CHIEF	81,847	4.00%	3,274			\$ 85,121
8/1/2011	HETTINGER JR, MARK	LABOR 8	80,139	3.00%	2,404	150		\$ 82,693
7/1/1981	KRAUSE, NORMAN	FOREMAN+1037	84,384	8.00%	6,751			\$ 91,135
8/8/1994	LEPAGE, DARREN	LABOR 8	80,139	7.00%	5,610			\$ 85,748
10/1/2004	MCCARROLL, THOMAS	RECYCLE FOREMAN	83,347	4.00%	3,334			\$ 86,681
8/15/2013	MIELNICKI, DAVID	MECH 8	87,274	3.00%	2,618			\$ 89,893
12/4/2017	O'GRADY, CONNER	LABOR 2	54,543		-			\$ 54,543
12/4/2017	SCHROEDER, WILLIAM	LABOR 2	54,543		-			\$ 54,543
9/1/1999	STORMER, DAVID	LABOR 8	80,139	5.00%	4,007			\$ 84,145
12/4/2006	STORMER, JOHN JR	LABOR 8	80,139	4.00%	3,206			\$ 83,344
8/1/2011	TAYLOR JR, JOSEPH	LABOR 8	80,139	3.00%	2,404			\$ 82,543
8/1/2013	TUCK, RYAN	LABOR 8	80,139	3.00%	2,404	1,200		\$ 83,743
			<u>\$ 1,437,310</u>		<u>\$ 69,240</u>	<u>\$ 1,910</u>	<u>\$ -</u>	<u>\$ 1,508,460</u>

BOROUGH OF NEW MILFORD  
DPW COST ANALYSIS  
2.5% INCREASE PER YEAR  
2020

HIRE DATE	NAME	POSITION	2020 BASE	LONGEVITY %	LONGEVITY \$	COLLEGE CREDITS	TOTAL
8/8/1994	ADAMS, THOMAS	MECH 8	\$ 89,456	7.00%	\$ 6,261.94		\$ 95,718
12/4/2006	BRESA, SYLEMAN	FOREMAN+500	85,931	4.00%	3,437	560	89,928
1/16/1987	BUDZISZEWSKI, EUGENE	LABOR 8	82,142	8.00%	6,571		88,713
11/1/1985	CALAMARI, MICHAEL	DPW ASST. SUPERVISER	93,054	8.00%	7,444		100,498
8/1/2001	CUOCCI, SAL	LABOR 8	85,148	5.00%	4,257		89,405
8/8/1994	DEMAURO, STEPHAN	SEWER FOREMAN	85,431	7.00%	5,980		91,411
8/16/2003	DOICK, JONOTHAN	CREW CHIEF	83,931	4.00%	3,357		87,288
8/1/2011	HETTINGER JR, MARK	LABOR 8	82,142	3.00%	2,464	150	84,756
7/1/1981	KRAUSE, NORMAN	FOREMAN+1037	86,468	8.00%	6,917		93,385
8/8/1994	LEPAGE, DARREN	LABOR 8	82,142	7.00%	5,750		87,892
10/1/2004	MCCARROLL, THOMAS	RECYCLE FOREMAN	85,431	4.00%	3,417		88,848
8/15/2013	MIELNICKI, DAVID	MECH 8	89,456	3.00%	2,684		92,140
12/4/2017	O'GRADY, CONNER	LABOR 3	59,766		-		59,766
12/4/2017	SCHROEDER, WILLIAM	LABOR 3	59,766		-		59,766
9/1/1999	STORMER, DAVID	LABOR 8	82,142	5.00%	4,107		86,249
12/4/2006	STORMER, JOHN JR	LABOR 8	82,142	4.00%	3,286		85,428
8/1/2011	TAYLOR JR, JOSEPH	LABOR 8	82,142	3.00%	2,464		84,606
8/1/2013	TUCK, RYAN	LABOR 8	82,142	3.00%	2,464	1,200	85,806
			<u>\$ 1,478,832</u>		<u>\$ 70,863</u>	<u>\$ 1,910</u>	<u>\$ 1,551,606</u>

BOROUGH OF NEW MILFORD  
DPW COST ANALYSIS  
2.5% INCREASE PER YEAR  
2021

HIRE DATE	NAME	POSITION	2021 BASE	LONGEVITY %	LONGEVITY \$	COLLEGE CREDITS	TOTAL
8/8/1994	ADAMS, THOMAS	MECH 8	\$ 91,693	7.00%	\$ 6,418.48		\$ 98,111
12/4/2006	BRESA, SYLEMAN	FOREMAN+500	88,067	4.00%	3,523	560	92,149
1/16/1987	BUDZISZEWSKI, EUGENE	LABOR 8	84,196	8.00%	6,736		90,931
11/1/1985	CALAMARI, MICHAEL	DPW ASST. SUPERVISER	95,380	8.00%	7,630		103,011
8/1/2001	CUOCCI, SAL	LABOR 8	85,148	5.00%	4,257		89,405
8/8/1994	DEMAURO, STEPHAN	SEWER FOREMAN	87,567	7.00%	6,130		93,696
8/16/2003	DOICK, JONOTHAN	CREW CHIEF	86,067	4.00%	3,443		89,510
8/1/2011	HETTINGER JR, MARK	LABOR 8	84,196	3.00%	2,526	150	86,871
7/1/1981	KRAUSE, NORMAN	FOREMAN+1037	88,604	8.00%	7,088		95,692
8/8/1994	LEPAGE, DARREN	LABOR 8	84,196	7.00%	5,894		90,089
10/1/2004	MCCARROLL, THOMAS	RECYCLE FOREMAN	87,567	4.00%	3,503		91,069
8/15/2013	MIELNICKI, DAVID	MECH 8	91,693	3.00%	2,751		94,443
12/4/2017	O'GRADY, CONNER	LABOR 4	65,217		-		65,217
12/4/2017	SCHROEDER, WILLIAM	LABOR 4	65,217		-		65,217
9/1/1999	STORMER, DAVID	LABOR 8	84,196	5.00%	4,210		88,405
12/4/2006	STORMER, JOHN JR	LABOR 8	84,196	4.00%	3,368		87,563
8/1/2011	TAYLOR JR, JOSEPH	LABOR 8	84,196	3.00%	2,526		86,721
8/1/2013	TUCK, RYAN	LABOR 8	84,196	3.00%	2,526	1,200	87,921
			<u>\$ 1,521,586</u>		<u>\$ 72,528</u>	<u>\$ 1,910</u>	<u>\$ 1,596,024</u>

**INCREASES FOR DEPARTMENT OF PUBLIC WORKS**  
**2018 - 2.5%, 2019 - 2.5%, 2020 - 2.5%, 2021 - 2.5%**

	EXISTING	PROPOSED			
DPW	12/31/2017	2018	2019	2020	2021
		2.50%	2.50%	2.50%	2.50%
		0.00%	0.00%	0.00%	0.00%
BASE SALARY PRIOR TO RAISE	1,469,212	1,363,889	1,396,984	1,437,310	1,478,832
STEP INCREASES			5,004	5,223	5,451
PAY RAISES - GUIDE		33,095	35,322	36,299	37,303
SUBTOTAL - BASE SALARY	1,469,212	1,396,984	1,437,310	1,478,832	1,521,586
LONGEVITY	71,027	62,756	69,240	70,863	72,528
COLLEGE CREDITS	1,910	1,910	1,910	1,910	1,910
SUBTOTAL	1,542,149	1,461,650	1,508,460	1,551,606	1,596,024
ANNUAL \$ INCREASE		(80,499)	46,810	43,146	44,418
ANNUAL % INCREASE		-5.51%	3.10%	2.78%	2.78%
					Total
					53,874
					3.16%



**BOROUGH OF NEW MILFORD  
DPW COST ANALYSIS  
SCATTERGRAM**

<u>RANK</u>	<u>EXISTING 12/31/2017</u>	<u>1/1/2018</u>	<u>1/1/2019</u>	<u>1/1/2020</u>	<u>1/1/2021</u>
RECYCLING LABOROR					
LABORER 1	1	2			
LABORER 2			2		
LABORER 3				2	
LABORER 4					2
LABORER 5					
LABORER 6					
LABORER 7					
LABORER 8	9	8	8	8	8
PARKS/REC/SNOW 1-8 IS \$1,500 LESS THAN					
LABORER 1-8					
MECHANIC 1					
MECHANIC 2					
MECHANIC 3					
MECHANIC 4					
MECHANIC 5					
MECHANIC 6					
MECHANIC 7					
MECHANIC 8	2	2	2	2	2
B&G SUPERVISOR 1					
B&G SUPERVISOR 2					
B&G SUPERVISOR 3					
B&G SUPERVISOR 4					
B&G SUPERVISOR 5					
B&G SUPERVISOR 6					
B&G SUPERVISOR 7					
B&G SUPERVISOR 8	1				
FOREMAN	4	4	4	4	4
CREW CHIEF	1	1	1	1	1
ASST. SUPER	1	1	1	1	1
	<u>19</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>18</u>